ARMY MEDICINE
Serving To Heal...Honored To Serve

DMHRSi OVERVIEW, CHALLENGES AND DATA VALIDATION

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BRIEFING OUTLINE

PURPOSE: To provide an overview of the Defense Medical Human Resource System-internet (DMHRSi) and DMHRSi challenges encountered by the MTF

1. DMHRSi Purpose
2. DMHRSi Module Relationship
3. DMHRSi Challenges
4. DMHRSi Best Practices
5. AMPO HR Data Check Tool

DMHRSI PURPOSE

"Enable the MHS to manage medical human resources across the enterprise."

- Provide a single, integrated, Joint Service HR management system encompassing facets of personnel management critical to the MHS' ability to enhance quality services and support theater operations
- Provide visibility of all personnel working within MHS activities
- Provide standardized/centralized Joint Service HR information
- Promote accurate Joint Service data collection and reporting
- Provide standardized Joint Service labor cost analysis
- Provide essential medical personnel readiness information

DMHRSI PURPOSE

- DMHRSi is the MHS's Joint HR and Personnel management system

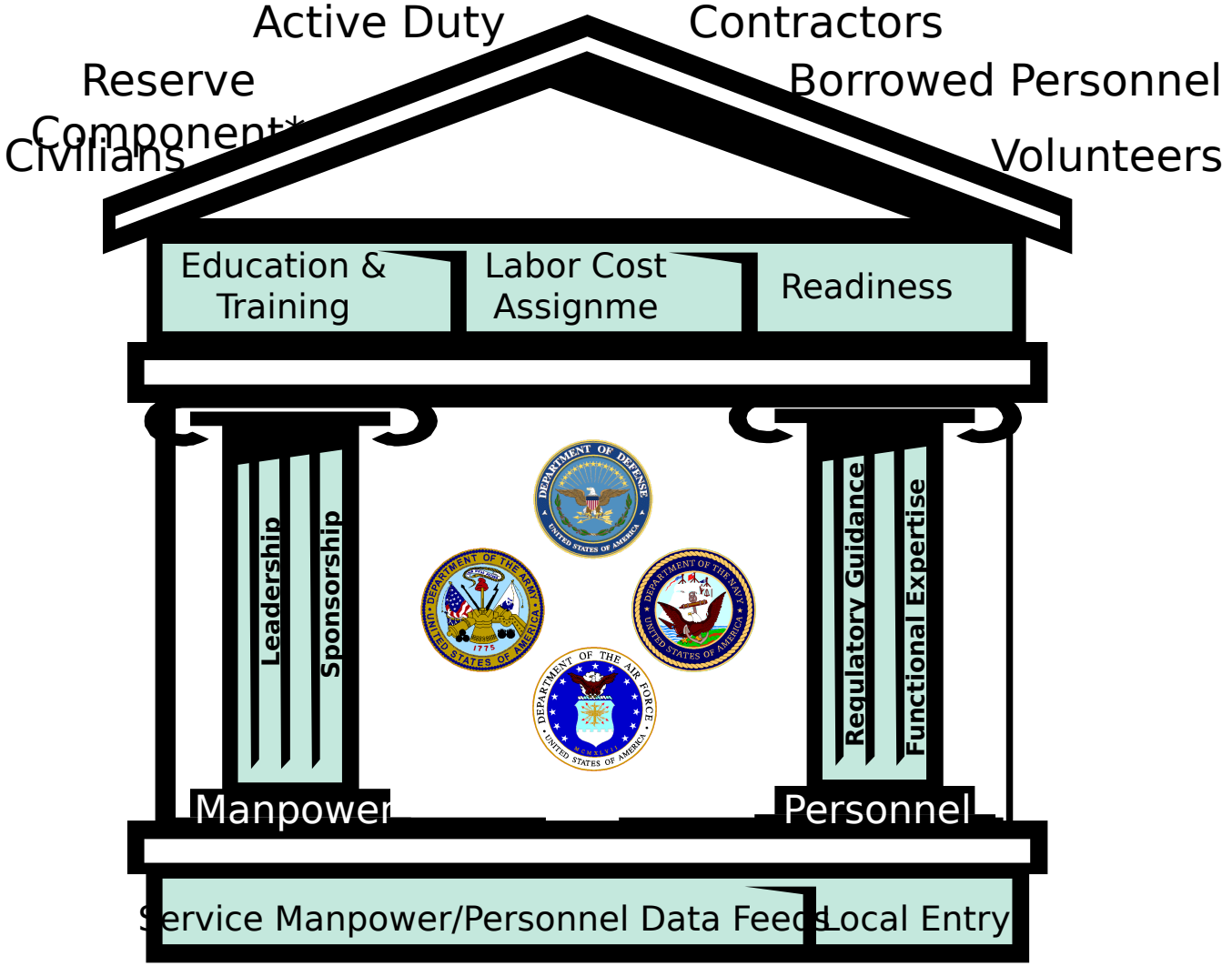
- DMHRSi System Info:
  - Web based Commercial Off the Shelf (COTS) software
    - Oracle E-Business Suite Human Resource Management System (HRMS)
    - Discoverer Plus reporting tool
  - System and Functional Requirements baseline in 2000
  - Data Input: Source systems (23 interfaces) and site input

- Deployed to all Defense Health Program (DHP) funded activities
  - All Hospitals, Medical Clinics, Dental Facilities, Veterinary Activities and HQ Components
  - Over 600 sites worldwide

DMHRSI PURPOSE

- Approximately 170,000 DMHRSi Users
  - Users are assigned permissions based upon roles and responsibilities
  - 100% Self Service users; 20% Super Users
- DMHRSi replaces:
  - ARMY: Uniform Chart of Account Personnel Utilization System (UCAPERS)
- With enterprise standardization, has capability to replace local and/or stovepipe databases, spreadsheets, and paper records

DMHRSi MODULE RELATIONSHIP



Manpower & Personnel “Where are they” and “Who are they?”

- Provides readily accessible centralized view of Service manpower and personnel data
  - Feeds from source Service systems of record
  - Local entry for contractors, volunteers, borrowed personnel
- Provides In and out processing within DMHRSi
  - Match MTF personnel with relevant positions
- Differentiates actual position relevant to assigned position
- Staffing assistance: filled vs. vacant positions

Labor Cost Assignment
"How much do they cost?"

- Automates the labor hour submission and approval to MEPRS
- Provides for the local management and maintenance of MEPRS work centers
- Provide MEPRS templates to ease data entry
- Reconcile DMHRSi man-hours to civilian pay hours
- Creates an output file used by EAS

Labor Cost Assignment (LCA)

- Strengths
  - Enable precise recording of labor hours
  - Facilitate accurate reporting of costs accrued and resource utilization
  - Broader visibility of activity
  - Requires dependency on manpower/personnel data which enables integration
- Weaknesses
  - Lack of standardization of business processes among services
  - Dual Entry of time for both LCA and timecard for pay
  - Module with the greatest number of custom code extensions to the COTS product
  - Requires dependency on manpower/personnel data which is a change in business process

DMHRSi CHALLENGES

- System accessibility
- Human Resources
- Manpower
- Command Support
- MEPRS staff turnover/training
- Timecard Approvers/Timekeeper Specialists
- MEPRS staff approving DMHRSi timecards
- DMHRSi inaccuracies

DMHRSi Best Practices

- Regularly scheduled training for timecard approvers/timekeeper specialists and employee self-service
- Provide output to MTF Command
- Perform inpatient/outpatient workload reconciliation monthly
- Standard templates for each specialty
- Command support
- Incentives for work center accuracy
- AMPO’s HR data check tool

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